



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 4/12/2015	Interviewer: Laura Langley	RFA #15 – 14
Person(s) Requesting Assistance: [REDACTED]		
Contact Numbers (telephone, e-mail, etc.): [REDACTED]		
Status of Person(s) Interviewed (title, position, student status, etc.): WWU student		
Requested Assistance Pertaining To (name, position, policy, project, etc.):		
Gender equity in [REDACTED] hiring procedures		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☐ Student ☒
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input checked="" type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
4/12/2015	[REDACTED] sent email to eo@wwu.edu	Applied for jobs in the [REDACTED] three years in a row and was denied. Would like to look at the pattern of hiring in the [REDACTED] by gender because in her observation the "vast majority of the people who work there are men." [REDACTED] would like to compare the number of women who apply and are hired with the number of men who apply and are hired. Also told the interview committee for the [REDACTED] leader position this year that she is queer, and not sure if that played a role.
4/13/2015	LKL t/c to Stephanie Ludemann	HR only has applicant demographic data for [REDACTED] positions in EASE going back to 2012. She will send a list of those recruitment numbers and job titles. List received 4/13/15.
4/13/2015	Email between LKL and [REDACTED]	LKL emailed asking for best number to reach [REDACTED] at [REDACTED] provided number and said best time to call is tomorrow given class schedule. She found out that about 70% of the people hired for [REDACTED] leader positions are women, so that issue is moot. But she is still concerned

		about the general hiring practices and employee demographics in the [REDACTED].
4/14/2015	LKL l/m for [REDACTED]	Please call.
4/16/2015	LKL t/c to [REDACTED]	She is sick but would like to meet in person next week. Scheduled for 4/23/15.
4/20/2015	LKL t/c to Lisa Rosenberg	To obtain names of individuals hired for [REDACTED] positions. Lisa will send those she has access to.
4/23/2015	Lisa Rosenberg	Emailed LKL with names of individuals hired into [REDACTED] positions.
4/23/2015	Laura Langley meeting with [REDACTED]	<p>[REDACTED] has applied for [REDACTED] jobs all three years she has been at Western.</p> <p>During the 2012-2013 year, she applied for a [REDACTED] position. She believes she was cut out for the job, has lots of informal experience with [REDACTED], and was excited to learn. She does not have experience working in a [REDACTED], but feels that part of the point of student jobs at the university is to give students experience to build their skills and employability. Particularly in fields where women are underrepresented, she feels that it is important to have job opportunities while at the university or else related jobs become even harder to get with employers beyond Western.</p> <p>During 2013-2014, [REDACTED] applied for the [REDACTED] job again. She also applied for the [REDACTED] position, a [REDACTED] job. She had done this kind of work all summer four days a week at [REDACTED] and felt this was a perfect job for her skills. She didn't hear a decision about her application within the timeframe they had provided. She had to email to ask, and was sent the rejection email she'd been sent for the other job along with the rejection for the [REDACTED] job. She also did not hear why she was not selected and feels it would be useful to know why.</p> <p>This year, [REDACTED] did not bother applying for the [REDACTED] or [REDACTED] jobs, although she feels really well qualified for both. She did apply to be a [REDACTED] leader, and believes this position is hired directly through the [REDACTED] rather than through the [REDACTED]. She has lots of experience in this area, including as a [REDACTED] for years and a [REDACTED] to youth at [REDACTED]. [REDACTED] was told she was not hired because of other applicants' greater commitment to the mandatory training weekend. [REDACTED] says that she told the four white male students who interviewed her that she was scheduled to work that weekend but would make arrangements to be at the training if she was offered the position.</p> <p>It is [REDACTED] perception that the people who work at the [REDACTED] are mostly white male students, with the exception of one [REDACTED] woman student. She says women and people of color have to prove themselves so much to get the same job as white men.</p> <p>[REDACTED] wants:</p> <ul style="list-style-type: none"> • A job working with [REDACTED] • For the large amount of implicit bias at the [REDACTED] to be addressed; • For the [REDACTED] to be open to employing people who want to learn; • For the [REDACTED] to make an active effort to hire people with marginalized identities; • For [REDACTED] job applicants to be told why they are not being hired; • For there to be a review by gender of who applies versus who

		<p>is hired into [REDACTED] positions.</p> <p>Laura will brief Sue about this conversation and will be back in touch with [REDACTED] late next week.</p> <p>See note in file re: other concerns raised by [REDACTED] during conversation.</p>
5/1/2015	LKL t/c to [REDACTED]	LKL has briefed Sue and Mohammed about our discussion. We are working on it and will be back in touch with [REDACTED] early next week. It is likely Mohammed who will handle this going forward. Call LKL if you have any questions before hearing back from our office.
5/6/15	MC calls [REDACTED]	MC calls [REDACTED] but doesn't leave a message
5/6/15	MC emails [REDACTED]	[REDACTED] doesn't respond to email
5/11/15	MC calls [REDACTED]	MC leaves a phone message with [REDACTED] requesting that they schedule a time to meet. [REDACTED] doesn't respond.